

Uzma Bano

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Pakistan

PROFILE

- Eighteen years of experience in the fields of Gender, Development and Education with a proven record of professional quality and integrity.
- Master degree holder of Gender & Development from University of Sussex (IDS), Brighton UK.
- An energetic team leader one that communicates effectively with people of all ages and backgrounds.
- Master Trainer (TOT) of UNDP Gender Mainstreaming Project.
- Effective Team Leader in Donor funded Social Developmental Projects with strong & effect organizational & management skills

EDUCATION

MPhil <i>Women's Studies</i>	University of Karachi 2006
M.A <i>Gender & Development</i>	Institute of Development Studies University of Sussex UK 2004
M.A <i>Women's Studies</i>	University of Karachi 1998
B Sc <i>Pre –Medical</i>	University of Karachi 1994
F Sc <i>Pre –Medical</i>	Intermediate Board Karachi 1992
SSC <i>Science Group</i>	Matriculation Board Karachi 1990

WORK EXPERIENCE

Karachi Neighborhood Improvement Project (KNIP), Planning and Development Department, Govt. of Sindh, funded by World Bank (August 2017 - till date)

Gender Specialist

- Working as Gender Specialist in KNIP
- Prepare Gender Action Plan (GAP) of the project
- Prepared **Stakeholder Engagement Plan (SEP)** of the Project
- Responsible for integrating gender perspective in all initiative of the project such as design of project sites and Environment and Social Management Plan (ESMP) & Resettlement Plan
- Conduct women consultation sessions with women in project areas

UN-Habitat (November 2016- July 2017)

Lead Consultant

- Working as Lead Consultant for a Research Study on Advanced Menstrual Hygiene Management in Schools in Sindh
- Responsible for the overall coordination and designing tools to final Report Writing

Sami Foundation (October 2016-December 2016)*Lead Consultant*

- Working as Lead Consultant for a Research Study on Issues related to Minorities of Faith & Belief in Sindh
- Responsible for the overall coordination, arranging consultative workshops and designing tools to final Report Writing

Water Aid (June 2016- September 2016)*Lead Coordinator*

- Working as Lead Coordinator Mid-term Knowledge, Attitude & Practice
- Study for DFID's South Asia WASH Results Project conducted by ANZAAM (Pvt.) Ltd.
- Responsible for overall coordination for survey in Badin, Thatta and Rajanpur

UN Habitat (September 2015 – March 2016)*Lead Coordinator*

- Working as Lead Coordinator for Research on Communities' Willingness to pay for WASH Services in Jacobabad City conducted by ANZAAM (Pvt.) Ltd
- Responsible for overall coordination for Research in Jacobabad

Indus Resource Centre (November 2015- February 2016)*Lead Coordinator / Co-Lead Consultant*

- Working as a Lead Coordinator/Co-Lead Consultant for the Assessment of practices to Promote Girl's Education
- Responsible for the overall coordination and designing tools to final Report Writing

World Vision Pakistan (April 2015 –July 2015)*Lead Coordinator / Co-Lead Consultant*

- Working as a Lead Coordinator/Co-Lead Lead Consultant for the final
- Evaluation of My Teacher My Role Model (MTMRM) Project conducted by ANZAAM (Pvt.) Ltd
- Responsible for the overall coordination and review of the practices from designing tools to final Report Writing

Water Aid (January 2015- March 2015)*Lead Coordinator*

- Working as Lead Coordinator for Knowledge, Attitude & Practice Study for DFID WASH Results Fund Project conducted by ANZAAM (Pvt.) Ltd.
- Responsible for overall coordination for survey in Badin, Thatta and Rajanpur

United Nations Population Funds (UNFPA) (August 2014 –November 2014)*Lead Consultant*

- Working as a Lead Consultant for Project Review of Improving the Lives of Girls by Preventing from Child Marriages
- Responsible for the overall coordination and review of the Project from designing tools to final Report Writing

Plan International, Pakistan (December2013-January 2014)*Lead Consultant*

- Worked as a Lead Consultant for evaluation of Corporal Punishment Redressal System
- Responsible for the overall coordination and evaluation of the Project from designing tools to final Report Writing

Plan International, Pakistan (June 2013-July 2013)*Lead Consultant*

- Worked as a Lead Consultant for revision of Early Childhood Care and Development/ Early Childhood Education Syllabus with gender perspective

Caritas Switzerland (April 2013- May 2013)*Lead Consultant*

- Worked as a Lead Consultant to Evaluate Caritas Switzerland project "Reconstruction and Rehabilitation of Schools in Kashmore"
- Responsible for the overall Evaluation of the Project from designing tools to final Report Writing

RIGHT TO PLAY (November 2012 to January 2013)*Lead Consultant*

- Worked as a Lead Consultant to Evaluate Right to Play, Life Skills Based Project in various District of Sindh
- Responsible for the overall Evaluation of the Project from Designing Tools to Final Report Writing
- Compiled Successful Case Studies of the Project

UNICEF-Karachi (October 2009 –March 2011)*Education Officer (Gender)*

- Responsible for coordinating overall Gender in Education Policy Support Project (GEPSP) in Sindh
- Establishment of Gender Unit at Education and Literacy Department, GOS
- Actively involved in conducting Situation Analysis of Gender disparity for the teaching force of Sindh (Jan 2010-Dec 2010)
- Developed Gender Indicators for all social sectors for UNICEF database whilst working on Dev info
- Responsible for organizing various Seminars such as:
 - ❖ "Gender Issues in Education" in account of International Women's Day in Karachi, in which 300 various stakeholders of Education Department, Civil Society, and Academia and UN agencies participated. It was organized as a GEPSP initiative
 - ❖ Organized a Round Table Discussion Forum in District Umerkot for Gender and Education Issues in term of Access, Quality and Governance

TEACHERS' DEVELOPMENT CENTRE (April 2007 – December 2007)*Academic Coordinator***NIPA (Karachi)- UNDP Gender Mainstreaming Project (November 2006 – October 2007)***Visiting Faculty*

- Conducted hands on training on policies and programs for Mainstream Gender targeted for senior govt officials.

AGA KHAN UNIVERSITY-INSTITUTE FOR EDUCATIONAL DEVELOPMENT (October -1999-June 2006)*Research Associate II*

- Actively delivered various training session on Societal Perceptions towards Gender and an in-depth training on working with gender disparity
- Analysed gender equity policies of international universities and reviewed AKU-IED's institutional gender ratio to develop and document a gender equity plan for the institution
- Reviewed policies and procedures of international universities against faculty promotion policy for AKU-IED
- Conducting in-depth research on gender diversity in schools by devising tools, polices and observations and evaluations
- Conducted a self-exploratory study of the effects of teachers' practices on school effectiveness and improvement after undergoing training in Advanced Diploma in School Management (ADISM)
- Active Participation for an ongoing research based on the conceptions of Pakistanis regarding citizenship and views about their rights and responsibilities as citizens of Pakistan

TRAININGS/ SEMINARS

ASSOCIATION/ LINKAGES

IT Skills

- Primarily responsible for tool-designing, data collection, data analysis, report writing and dissemination of the findings.
- Conduct training sessions for health Professionals on “**Gender and Health Issues**”.

Additional Projects

- Paper presented on “Impact of ADISM Programme on head teachers’ management and leadership practices” for International Congress for School effectiveness and Improvement (ICSEI) Sydney, Australia.(2003)
- Paper presented on “We Survived It: The Theory and Practice of Survey Research on citizenship in Pakistan” Lifelong citizenship learning, Participatory democracy and social change: Local and global perspectives Toronto, Canada.(2003)
- Developed Gender awareness training module for teachers for Govt. Elementary College of Teacher’s Education
- Conducted a session on “Child Protection Issues” for Azad Foundation
- Developed manual and conduct training for APNA Institute of Public Health, Jinnah Sindh Medical University on “**Mainstreaming Gender in Higher Education**” supported by Association of Common Wealth UK

Attended trainings on various topics such as:

- ❖ Fund Raising for Non Profit, How to write a research proposal, Training for Trainers (TOT) Gender Responsive Budgeting, Qualitative Research Methods, Personality Grooming and Stress Management, Presentation Skills etc.
- ❖ Participated in two days seminar on “Human Rights Education” at National Institute of Public Administration
- ❖ Participated in two days Seminar on “Girls in Adolescence in Pakistan” Arranged by Centre of Excellence for Women’s’ Studies KU
- ❖ Participated in 3 days symposium on Women in pregnancy Human
- ❖ Rights strategy organized by Department for International Development
- ❖ Centre of Molecular Genetic and British Council
- ❖ Participated in two days seminar on “Human Rights Education” at National Institute of Public Administration
- ❖ Participated one day training on “Understanding Participatory Development Approaches, Tools and Methods” arranged by NED
- ❖ Steering committee Working Group for Women (WGW) at AKU.
- ❖ Gender Responsive Group AKU-IED.
- ❖ Research Advisory Committee (RAC) of the Institute for Educational Development (AKU-IED).
- ❖ The Association for Women’s Rights in development (AWID).
- ❖ Women’s Rights Group at the University of Sussex.

- ❖ MS Office (MS Word, Excel, Power Point)
- ❖ NVivo11 (Qualitative Data Analysis Software)